

AD-A183 564

OCCUPATIONAL ANALYSIS BIBLIOGRAPHY(U) AUSTRALIAN
MILITARY FORCES CANBERRA PSYCHOLOGICAL RESEARCH UNIT
(1) R S COLLVER JAN 87 PSRU-IN-3-87

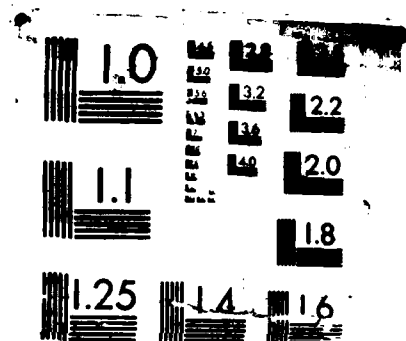
1/1

UNCLASSIFIED

F/G 5/9

NL

END
LAST
PAGE
OF 1



MICROCOPY RESOLUTION TEST CHART

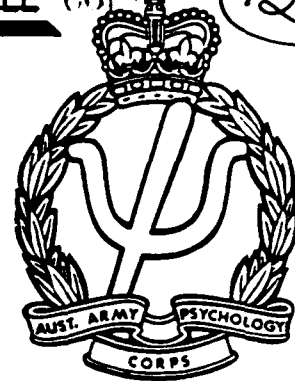
AR-005-053

DTIC FILE COPY

12

TN 3/87

AD-A183 564



OCCUPATIONAL ANALYSIS BIBLIOGRAPHY

BY

MAJOR R.S. COLLYER

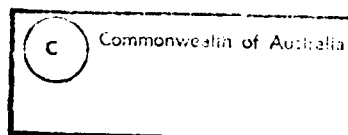


DISTRIBUTION STATEMENT

Approved for public release
Distribution Unlimited

**1st PSYCHOLOGICAL
RESEARCH
UNIT**

APPROVED
FOR PUBLIC RELEASE



87 8 11 058

DOCUMENT CONTROL DATA

Page Classification
UNCLASSIFIED

1a. A R Number AR-005-053	1b. Establishment Number PSRU-TN-3-87	2. Document Date JANUARY 1987	3. Task Number
4. Title OCCUPATIONAL ANALYSIS BIBLIOGRAPHY		5. Security Classification <i>(Place appropriate classification in box/s ie Secret(S), Confidential(C), Restricted (R), Unclassified (U))</i>	6. No. Pages 37
8. Author(s) MAJ R.S. COLLYER		7. No. Refs	
10. Corporate Author and Address 1ST PSYCHOLOGICAL RESEARCH UNIT NBH 3-44 NORTHBOURNE HOUSE TURNER ACT 2601 AUSTRALIA		<input type="checkbox"/> document <input type="checkbox"/> title <input type="checkbox"/> abstract 9. Downgrading/Delimiting Instructions	
		11. Office/Position responsible for - Sponsor Security Downgrading Approval	
12. Secondary Distribution (Of this document) APPROVED FOR PUBLIC RELEASE			
Overseas enquiries outside stated limitations should be referred through ASDIS, Defence Information Services Branch, Department of Defence, Campbell Park, CANBERRA, ACT 2601			
13a. This document may be announced in catalogues and awareness services available to..... NO LIMITATIONS			
13b. Citation for other purposes (ie. casual announcement) may be <input checked="" type="checkbox"/> unrestricted or <input type="checkbox"/> as for 13a			
14. Descriptors BIBLIOGRAPHIES, OCCUPATIONAL ANALYSIS		15. COSATI Group 0092A 0092B 0070D 0041I	
16. Abstract This bibliography lists some 350 titles relating to occupational analysis. Titles are referenced by keywords.			

Page Classification

This page is to be used to record information which is required by the Establishment for its own use but which will not be added to the DISTIS data unless specifically requested.

16. Abstract (Contd)		
17. Imprint		
18. Document Series and Number	19. Cost Code	20. Type of Report and Period Covered
21. Computer Programs Used		
22. Establishment File Ref(s)		
23. Additional Information (As required)		

Technical Note 3/87

OCCUPATIONAL ANALYSIS BIBLIOGRAPHY

by

Major R. S. Collyer

January 1987

Accession For	
NTIS CRA&I	<input checked="" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution/	
Availability Codes	
Unit	Avail. Codes Special
A-1	



This Directorate of Psychology publication has been prepared by the 1st Psychological Research Unit and is authorized for issue by DPSYCH-A.

B. J. Hodge

LTCOL B. J. HODGE
Commanding Officer
1st Psychological Research Unit

ISSN 0156-8809

Preface

From 1969 to 1983 the Australian Army's Military Employments Research and Information Team (MERIT) conducted a major occupational analysis program in support of training and other personnel management functions. From 1969 to 1975 the analysis methodology was essentially a task inventory format and task rating scales. Computer support was from in-house programs written for a Honeywell computer. From 1975, access to a UNIVAC computer and the Comprehensive Occupational Data Analysis Programs (CODAP) meant the task inventory procedures could be paired with the CODAP analysis package (TI/CODAP) and its considerable supporting research. The articles referenced in this paper either formed part of the MERIT reference library, or were obtained by the author through his continuing involvement with occupational analysis.

→ This bibliography lists some 350 references pertaining to occupational analysis. Although this is only a relatively small number of those articles published in the field, it does include a large number of references to military research, and in particular, to papers presented at the annual conferences of the Military Testing Association. Use of this bibliography together with those of Morsh (1982) and Cassidy (1983) should provide a good coverage of work in this field. ←

Articles are available through the 1st Psychological Research Unit and Department of Defence libraries. Entries are indexed by key words.

Table of Contents

<u>Section</u>	<u>Page</u>
Occupational Analysis Bibliography	1
Keyword Index	29

III

Abstract

This bibliography lists some 350 titles relating to occupational analysis.
Titles are referenced by key words.

OCCUPATIONAL ANALYSIS BIBLIOGRAPHY

1. Able, E. N. (1980). A methodological strategy for identifying similarities among jobs (PRR 80-25). Washington, DC: Office of Personnel Management.
2. Ammerman, H. L. (1977). Performance content for job training (Volume 2): Stating the tasks of the job (R & D Series No. 122). Columbus, OH: Ohio State University, The Center for Vocational Education.
3. Ammerman, H. L. (1977). Relating task surveys to the content of existing training programs. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
4. Ansbro, T. M. (1982). Front-end analysis: Configuring occupational data input to suit output. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
5. Ansbro, T. M. (1984). Elements of unified/consolidated data bases. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
6. Ansbro, T. M., & Hayes, W. A. (1981). The job task analysis/skills and knowledge marriage (Part I). Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
7. Ansbro, T. M., & Hayes, W. A. (1981). The job task analysis/skills and knowledge marriage (Part II). Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
8. Archer, W. B. (1966). Computation of group job descriptions from occupational survey data (PRL-TR-66-12/AD-428 755). Lackland AFB., TX: Personnel Research Laboratory.
9. Archer, W. B., & Fruchter, D. S. (1963). The construction, review and administration of Air Force job inventories (PRL-TDR-63-21). Lackland AFB., TX: Personnel Research Laboratory.
10. Arvey, R. D., & Begalla, M. E. (1975). Analyzing the homemaker job using the Position Analysis Questionnaire (PAQ). Journal of Applied Psychology, 60, 513-517.
11. Arvey, R. D., & Maxwell, S. E. (1979). Comparative differences among quantitative methodologies for determining job differences/similarities. Paper presented at the Annual Convention of the American Psychological Association, New York City, September 1-8.
12. Arvey, R. D., & Mossholder, K. M. (1977). A proposed methodology for determining similarities and differences among jobs. Personnel Psychology, 30, 363-374.

13. Arvey, R. D., Davis, G. A., McGowen, S. L., & Dipboye, R. L. (1982). Potential sources of bias in job analytic processes. Academy of Management Journal, 25, 618-629.
14. Arvey, R. D., Maxwell, S. E., Gutenberg, R. L., & Camp, C. (1981). Detecting job differences: A monte carlo study. Personnel Psychology, 34, 709-730.
15. Arvey, R. D., Maxwell, S. E., & Mossholder, K. M. (1979). Even more ideas about methodologies for determining job differences and similarities. Personnel Psychology, 32, 529-538.
16. Ballentine, R. D., & Cunningham, J. W. (1981). Development of the General Work Inventory. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
17. Banks, M. H., & Miller, R. L. (1984). Reliability and convergent validity of the Job Component Inventory. Journal of Occupational Psychology, 57, 181-184.
18. Banks, M. H., Jackson, P. R., Stafford, E. M., & Warr, P. B. (1983). The Job Components Inventory and the analysis of jobs requiring limited skill. Personnel Psychology, 36, 57-66.
19. Baruch, J. M. (1979). Occupational analysis of USAF enlisted managerial, leadership, and communicative tasks. Proceedings of the 21st Annual Conference of the Military Testing Association. (AD-A087 120) San Diego, CA: US Navy Personnel Research and Development Center.
20. Beel, C. D. (1978). Execution of a large occupational analysis of the Royal Navy's Operations Branch. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
21. Beel, C. D. (1981). CODAP - An application to training information system analysis. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
22. Benson, B. (1967). Job analysis programs in 43 Australian firms - a survey. Personnel Practices Bulletin, 23, 121-128.
23. Bergman, J. A. (1978). Occupational analysis of the civilian WG-6900 Warehousing family (AFHRL-TR-78-65/AD-A073 418). Brooks AFB., TX: Air Force Human Resources Laboratory.
24. Bergman, J. A., & Christal, R. E. (1978). Female utilization in non-traditional areas. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
25. Bernardin, H. J., & Beatty, R. W. (1984). Performance appraisal: Assessing human behaviour at work. Boston, MA: Kent Publishing.
26. Bills, C. B. (1978). Evaluation of computer derived test outlines using conventional test outlines as a criterion reference during test development projects. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.

27. Bland, R. D. (1975). From job task analysis to behavioural objectives "by the numbers". Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
28. Bleakley, N. C. (1981). The educational prerequisites of technical trade training in the Armed Forces - Volume I (Defence Fellowship Project). Canberra, Australia: Department of Defence.
29. Bower, F. B. (1982). Using occupational surveys to develop Air Force Specialty Training Standards. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16). Brooks AFB., TX: Air Force Human Resources Laboratory.
30. Brokaw, L. D., & Giorgia, M. J. (1986). Development of benchmark scales for Air Force officer position evaluation (PRL-TR-86-9). Lackland AFB., TX: Personnel Research Laboratory.
31. Brown, R. H., & Ruck H. W. (1982). Implementation of an Air Force Occupational Research Data Bank. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
32. Brumback, G. B., Romashko, T., Hahn, C. P., & Fleishman, E. A. (1974). Model procedures for job analysis, test development and validation (AIR-37600-4/74-FR). Washington, DC: American Institutes for Research.
33. Burns, E. M. (1978). Evaluating the Army occupational survey program methodology: Answer booklets, questionnaire length, and population coverage. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
34. Burtch, J. (1978). A methodology to evaluate the aptitude requirements of Air Force jobs. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
35. Cain, P. S., & Green, B. F. (1983). Reliabilities of selected ratings available from the Dictionary of Occupational Titles. Journal of Applied Psychology, 68, 155-165.
36. Callahan, M. D. (1974). Naval occupational analysis program. Proceedings of the 16th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute. (ED 110 524).
37. Camp, R. L., Brown, R. H., & Ruck, H. W. (1982). Implementation of an Air Force occupational research data base. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
38. Campbell, D. W., & Pass, J. J. (1982). Installation and testing of CODAP 80 at NODAC. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.

39. Carpenter, J. B. (1974). Sensitivity of group job descriptions to possible inaccuracies in individual job descriptions (AFHRL-TR-74-6). Brooks AFB, TX: Air Force Human Resources Laboratory.
40. Carpenter, J. B., & Christal, R. E. (1972). Predicting civilian position grades from occupational and background data (AFHRL-TR-72-24/AD-754 966). Lackland AFB., TX: Personnel Research Laboratory.
41. Carpenter, J. B., Archer, W. B., & Camp, R. L. (1979). Establishing an Air Force occupational research data bank. Proceedings of the 21st Annual Conference of the Military Testing Association. (AD-A087 120) San Diego, CA: US Navy Personnel Research and Development Center.
42. Carpenter, J. B., Giorgia, M. J., & McFarland, B. P. (1975). Comparative analysis of relative validity of subjective time rating scales (AFHRL-TR-75-63). Lackland AFB., TX: Air Force Human Resources Laboratory.
43. Cassidy, M. J. (1983). Reports germane to occupational data bases and manpower resources research. Canberra, Australia: Department of Defence, Management Advisory Services Branch.
44. Cassidy, M. J., Datko, L., & Ruck, H. W. (1980). Occupational analysis for determining job proficiency requirements. Proceedings of the 22nd Annual Conference of the Military Testing Association. (AD-A098 678) Toronto: Canadian Forces Personnel Applied Research Unit.
45. Cassidy, M. J., Ruck, H. W., & Offutt, S. V. (1979). Task selection for job proficiency and training. Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
46. Christal, R. E. (1963). JAN: A technique for analyzing group judgment (PRL-TR-63-3). Lackland AFB., TX: Personnel Research Laboratory.
47. Christal, R. E. (1968). Selecting a harem and other applications of the policy capturing model. The Journal of Experimental Education, 36, 35-41.
48. Christal, R. E. (1970). Implications of Air Force occupational research for curriculum design. In B. B. Smith & J. Moss (Eds.), Report of a seminar: Process and techniques of vocational curriculum development (pp 27-61). University of Minnesota, Minnesota Research Co-Ordination Unit for Vocational Education.
49. Christal, R. E. (1971). Stability of consolidated job descriptions based on task inventory survey information (AFHRL-TR-71-48). Lackland AFB., TX: Air Force Human Resources Laboratory.
50. Christal, R. E. (1972). Analysis of racial differences in terms of work assignments, job interest, and felt utilization of talents and training (AFHRL-TR-72-1/AD-741 758). Lackland AFB., TX: Air Force Human Resources Laboratory.
51. Christal, R. E. (1972). CODAP: Input standard (INPSTD) and variable generation (VARGEN) programs (AFHRL-TR-72-51/AD-750 144). Lackland AFB., TX: Air Force Human Resources Laboratory.

52. Christal, R. E. (1974). The United States Air Force occupational research project (AFHRL-TR-73-75/AD-774 574). Lackland AFB., TX: Air Force Human Resources Laboratory.
53. Christal, R. E. (1975). Systematic method for establishing officer grade requirements based upon job demands (AFHRL-TR-75-36/AD-A015 756). Lackland AFB., TX: Air Force Human Resources Laboratory.
54. Christal, R. E. (1976). What is the value of aptitude tests? Proceedings of the 18th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
55. Christal, R. E., & Bottenberg, R. A. (1964). Procedure for keying self-report test items (PRL-TR-64-22/AD-608 066). Lackland AFB., TX: Personnel Research Laboratory.
56. Christal, R. E., & Madden, J. M. (1960). Effect of degree of familiarity in job evaluation (WADD-TN-60-263/AD-250 118). Lackland AFB, TX: Personnel Laboratory, Wright Air Development Division.
57. Christal, R. E., & Madden, J. M. (1961). Air Force research on job evaluation procedures (ASD-TN-61-46/AD-267 346). Lackland AFB., TX: Personnel Research Laboratory, Aeronautical Systems Division.
58. Christal, R. E., & Ward, J. H. (1961). Applications of new clustering technique which minimizes loss in terms of any criterion specified by the investigator. Paper presented at the Annual Convention of the American Psychological Association, New York City.
59. Christal, R. E., & Ward, J. H. (1967). The MAXOF clustering model. In M. Lorr & S. B. Lyerly (Eds.), Proceedings of the Conference on Cluster Analysis of Multivariate Data (11.02-11.45). New Orleans, LA: Catholic University of America.
60. Christal, R. E., & Weissmuller, J. J. (1975). New CODAP programs for analyzing task factor data. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
61. Christal, R. E., & Weissmuller, J. J. (1976). New CODAP programs for analyzing task factor information (AFHRL-TR-76-3). Lackland AFB, TX: Air Force Human Resources Laboratory.
62. Christal, R. E., Madden, J. M., & Harding, F. D. (1960). Reliability of job evaluation ratings as a function of number of raters and length of job description (WADD-TN-60-257/AD-251 837). Lackland AFB., TX: Personnel Laboratory, Wright Air Development Division.
63. Clark, C. L., & Primoff, E. J. (1979). Job elements and performance appraisal. Management: A Magazine for Government Managers, 1, 3-5.
64. Clow, G. R. (1977). Implementation of the Current Task Inventory Bank (CTIB) program. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.

65. Colarelli, S. M., & Colarelli, D. J. (1982). The use of job analysis information in assigning managers to positions in a diagnostic organizational simulation. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
66. Collyer, R. S. (1986). A comparison of two task rating scales of physical demand (RR 3/86). Canberra, Australia: Department of Defence (Army Office), 1st Psychological Research Unit.
67. Cormack, B. (1974). One of the missing links. Proceedings of the 16th Annual Conference of the Military Testing Association (ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
68. Cormier, S. M. (1981). The identification of common work duties in 13 Federal Technical Occupations. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
69. Cornelius, E. T., & Lyness, K. S. (1980). A comparison of holistic and decomposed strategies in job analysis by job incumbents. Journal of Applied Psychology, 65, 155-163.
70. Cornelius, E. T., Carron, T. J., & Collins, M. N. (1979). Job analysis models and job classification. Personnel Psychology, 32, 693-708.
71. Cornelius, E. T., Denisi, A. S., & Glencoe, A. G. (1984). Expert and naive raters using the PAQ: Does it matter? Personnel Psychology, 37, 453-464.
72. Cornelius, E. T., Hakel, M. K., & Sackett, P. R. (1979). A methodological approach to job classification for performance appraisal purposes. Personnel Psychology, 32, 283-297.
73. Cornelius, E. T., Schmidt, F. L., & Carron, T. J. (1984). Job classification approaches and the implementation of validity generalization results. Personnel Psychology, 37, 247-260.
74. Cowan, D. K. (1977). Comparative occupational survey of civilian and military members in the pavement maintenance and construction equipment operator specialties (AFHRL-TR-77-81/AD-A055 534). Brooks AFB., TX: Air Force Human Resources Laboratory.
75. Cowan, D. K. (1978). Civilian Ground Safety Officer job safety and training requirements survey. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
76. Cragun, J. R., & McCormick, E. J. (1967). Job inventory information: Task and scale reliabilities and scale interrelationships (PRL-TR-67-15). Lackland AFB., TX: Personnel Research Laboratory.
77. Cunningham, J. W., Tuttle, T. C., Floyd, J. R., & Bates, J. A. (1971). Occupational Analysis Inventory. NC: Center for Occupational Education.

78. Datko, L. M. (1983). The dimensionality of time-spent ratings: A factor analytic approach to occupational survey data. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
79. Davis, D., & Perry, N. N. (1980). Determining task commonality in Navy Training. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 877). Toronto: Canadian Forces Personnel Applied Research Unit.
80. Department of Defence. (1979). Proceedings of the Occupational Analysis Seminar: 17-20 September 1979. Canberra, Australia.
81. Department of Labor. (1981). Handbook for analyzing jobs. (1981 Draft Edition). Washington, DC.
82. DeVries, P. B., Eschenbrenner, A. J., & Ruck, H. W. (1980). Task analysis handbook (Final report) (AFHRL-TR-79-45(II)). Brooks AFB., TX: Air Force Human Resources Laboratory.
83. Diane, C. C. (1981). Development of a work behaviour survey for thirty-five Federal clerical positions. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
84. Dickinson, R. W. (1977). An alternative computer approach to the analysis of occupational task-factor data. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 120). Brooks AFB., TX: Air Force Human Resources Laboratory.
85. Dickinson, R. W. (1979). The new CODAP system - Design concepts and capability. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
86. Dickinson, R. W. (1980). The new CODAP system's enhanced hierarchical clustering capability. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 878). Toronto: Canadian Forces Personnel Applied Research Unit.
87. Dickinson, R. W. (1981). CODAP 80: The new occupational analysis computer system. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
88. Dickinson, R. W. (1982). The CODAP 80 RANDOM Procedure. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
89. Dickinson, R. W. (1983). CODAP80 "super" groups and modules. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.

90. Drauden, G. (1982). The use of job analysis inventories for developing improved selection systems. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
91. Drawes, D. W., Lawrence, J. E. S., Spetz, S. H., & Ivey, D. L. (1984). Issues and options for maintaining the Dictionary of Occupational Titles (Final Report - Volume I & Volume II). Washington, DC: US Department of Labor, Office of Research and Evaluation.
92. Driskill, W. E. (1974). Occupational analysis in the United States Air Force. Proceedings of the 16th Annual Conference of the Military Testing Association (ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
93. Driskill, W. E., & Bower, F. B. (1978). The stability over time of Air Force enlisted career ladders as observed in occupational survey reports. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
94. Driskill, W. E., & Gentner, F. C. (1978). Four fundamental criteria for describing the tasks of an occupational specialty. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
95. Driskill, W. E., Keeth, J. B., & Gentner, F. C. (1983). Work characteristics -- A task based, benchmark approach. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
96. Driskill, W. E., Mitchell, J. L., & Tartell, J. J. (1980). The USAF occupational analysis program: A changing technology. Proceedings of the 22nd Annual Conference of the Military Testing Association. (AD-A098 678) Toronto: Canadian Forces Personnel Applied Research Unit.
97. Driskill, W. E., O'Connor, T. J., Ruck, H. W., & Hickerson, K. A. (1975). A universal model for evaluating basic electronics courses in terms of field utilization of training. Proceedings of the 17th Annual Conference of the Military Testing Association (AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
98. Drucker, E. H., Hoffman, R. G., & Bessemer, D. W. (1982). A comparison of two methods for assessing task criticality. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
99. Eddowes, E. E., & DeMaio, J. C. (1980). Identification, definition and measurement of critical flying skills. Proceedings of the 22nd Annual Conference of the Military Testing Association (AD-A098 677). Toronto: Canadian Forces Personnel Applied Research Unit.
100. Edney, P. (1979, October). Grouping skills for greater job mobility. Personnel Management, 53-57.

101. Edwards, D. S., Manning, C. A., & Cordray, K. L. (1983). Can the MOS performance domain be represented by a small number of tasks. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
102. Eschenbrenner, A. J., DeVries, P. B., Miller, J. T., & Ruck, H. W. (1980). Methods for collecting and analyzing task analysis data (Final Report) (AFHRL-TR-79-45(1)). Brooks AFB., TX: Air Force Human Resources Laboratory.
103. Falle, I. E. (1983). An operational trial of CORSET. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
104. Falle, I. E. (1984). Generating training summary reports from CODAP. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
105. Fine, S., & Wiley, W. W. (1971). An introduction to Functional Job Analysis (Methods for Manpower Analysis #4). Kalamazoo, MI: The W. Upjohn Institute for Employment Research.
106. Flanagan, J. C. (1954). The Critical Incident Technique. Psychological Bulletin, 51, 327-357.
107. Fleishman, E. A. (1967). Performance assessment based on an empirically derived task taxonomy. Human Factors, 9, 349-366.
108. Fleishman, E. A. (1975). Toward a taxonomy of human performance. American Psychologist, 30, 1127-1149.
109. Fleishman, E. A. (1978). On the relation between activities, learning, and human performance. American Psychologist, 27, 1017-1032.
110. Fleishman, E. A. (1978). Relating individual differences to the dimensions of human tasks. Ergonomics, 21, 1007-1019.
111. Fournier, B. A. (1975). Task analysis: The state of the art (Report 75-1). Toronto: Canadian Forces Personnel Applied Research Unit.
112. Fruchter, B., Morin, R. E., & Archer, W. B. (1983). Efficiency of the open-ended inventory in eliciting task statements from job incumbents (PRL-TDR-83-8/AD418 980). Lackland AFB., TX: Personnel Research Laboratory.
113. Fugill, J. F. K. (1972). Task difficulty and task aptitude benchmark scales for the mechanical and electronics career fields (AFHRL-TR-72-40/AD-771 677). Lackland AFB., TX: Air Force Human Resources Laboratory.
114. Gael, S. (1982). Job analysis and task oriented ratings. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.

115. Gael, S. (1983). Job analysis: A guide to assessing work activities. London: Jossey-Bass.
116. Gambordella, J., & Alvond, W. (1980). TI/CODAP: A computerized method of job analysis for personnel management. Prince Georges County, MD: US Department of Commerce.
117. Gandy, J. A. (1979). Cluster analysis versus factor analysis in defining job groups. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
118. Garcia, S. K. (1982). Relative time spent rating scales: A historical perspective. (Abstract). Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
119. Garcia, S. K. (1983). The aptitude requirements master task list. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
120. Garcia, S. K., Ruck, H. W., & Weeks, J. (1985). Benchmark learning difficulty technology: Feasibility of operational implementation (AFHRL-TP-85-33). Brooks AFB., TX: Air Force Human Resources Laboratory.
121. Garza, A. T., & Carpenter, J. B. (1974). Comparative job attributes of airmen and civil service personnel having similar job types (AFHRL-TR-74-45/AD-786 407). Brooks AFB., TX: Air Force Human Resources Laboratory.
122. Gilbert, A. C. F. (1974). Classification of Army officer's duty positions: Implications for training requirements. Proceedings of the 16th Annual Conference of the Military Testing Association(ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
123. Gilbert, A. C. F., & Waldkoetter, R. O. (1977). Possible strategies for establishing training priorities. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
124. Gilbert, J. H., Wiekhorst, L. A., & Wing, R. M. (1981). Occupational survey report: Tactical and Airlift/Bombardment Aircraft Maintenance specialties, AFSC's 431X1 & 431X2 (AFPT-90-431-371). Randolph AFB., TX: US Air Force Occupational Measurement Center.
125. Georgia, M. J., & Carpenter, J. B. (1979). Relative time spent scales - Another look at performance measures. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
126. Goldman, L., Worsteen, D., & Bonette, M. (1978). General overview and initial findings of the project on job satisfaction and retention of US Army enlisted personnel. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.

127. Goodgame, D. (1978). Scheduling formal school training to maximize cost effectiveness. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
128. Goodgame, D. (1980). Operating and analytic capabilities of the new CODAP System 80. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
129. Goodgame, D. (1981). Use of CODAP system 80 task modules in occupational analysis. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
130. Goody, K. (1976). Comprehensive Occupational Data Analysis Programs (CODAP): Use of REXALL to identify divergent raters (AFHRL-TR-76-82). Brooks AFB., TX: Air Force Human Resources Laboratory.
131. Goody, K. (1976). Task factor benchmark scales for training priority analysis: Overview and developmental phase for administrative (general) aptitude area (AFHRL-TR-76-15/AD-A025 847). Brooks AFB., TX: Air Force Human Resources Laboratory.
132. Goody, K., & Watson, W. (1975). Task factor benchmark scales for use in determining training priority. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
133. Gorman, C. D. (1977). The USAF Occupational Measurement Center. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
134. Gorman, C. D. (1982). The matrix format for task inventories: A first look. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
135. Gott, S. P., & Alley, W. (1980). Physical demands of Air Force occupations: A task analysis approach. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
136. Gould, R. B., & Christal, R. E. (1976). VARSSEL: Variable selection for multiple purpose prediction systems in the absence of external criteria (AFHRL-TR-76-61/AD-A025 328). Brooks AFB., TX: Air Force Human Resources Laboratory.
137. Hackman, J. R., & Oldham, G. R. (1975). Development of the Job Diagnostic Survey. Journal of Applied Psychology, 60, 159-170.
138. Hadley, H. I. (1973). The design of a system of job analysis for duty positions that Infantry and Quartermaster officers fill. Washington, DC: American Institutes for Research.
139. Hafer, N (1979). Job element approach to definition of assessment center dimensions. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.

140. Haltrecht, E. (1980). CODAP: Introduction and uses in a large public utility. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
141. Hanser, L. M., Mendal, R. M., & Wolins, L. (1979). Three flies in the ointment: A reply to Arvey and Mossholder. Personnel Psychology, 32, 511-516.
142. Harding, F. D., & Naurath, D. A. (1960). Effects of job experience and job organization on the rating of tasks. Engineering and Industrial Psychology, 2, 63-68.
143. Hart, F. L. (1977). Study of task difficulty using field teams and AFHRL task anchored scales. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
144. Hawrysh, F. (1982). Officer surveys - Canadian Forces. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A128 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
145. Hawrysh, F. (1984). Getting more from occupational analysis surveys. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
146. Hawrysh, F., & Leech, C.A. (1979). Occupational analysis in the Canadian Forces. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
147. Hayes, W. A. (1982). Selection of a data collection methodology for occupational analysis. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A128 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
148. Hazel, J. T. (1965). Sorting procedure effects on ranking error. Proceedings of the 73rd Annual Convention of the American Psychological Association, (19-20).
149. Hazel, J. T. (1966). Comparison of grade and skill level ratings of airmen jobs (PRL-TR-66-8/AD-645 054). Lackland AFB., TX: Personnel Research Laboratory.
150. Hazel, J. T. (1966). Reliability of job ratings as a function of time-spent evaluation. Journal of Industrial Psychology, 4, 16-19.
151. Hazel, J. T. (1967). Development, selection, and validation of factors for evaluation of airmen jobs (PRL-TR-67-14/AD-672 957). Lackland AFB., TX: Personnel Research Laboratory.
152. Hazel, J. T., & Carpenter, J. B. (1975). Procedure for determining grades of officer positions (AFHRL-TR-75-31). Lackland AFB., TX: Air Force Human Resources Laboratory.
153. Hazel, J. T., & Madden, J. M. (1965). Evaluation of officer jobs verses evaluation of specialties (PRL-TR-65-7/AD-617 334). Lackland AFB., TX: Personnel Research Laboratory.

154. Hazel, J. T., Bourdon, R. D., & Madden, J. M. (1965). Comparison of error in five sorting procedures for ordinal ranking. Journal of Applied Psychology, 49, 170-171.
155. Hazel, J. T., Christal, R. E., & Hoggatt, R. S. (1966). Officer grade requirements project: IV. Development and validation of a policy equation to predict criterion board ratings (PRL-TR-66-16). Lackland AFB., TX: Personnel Research Laboratory.
156. Hazel, J. T., Madden, J. M., & Christal, R. E. (1964). Agreement between worker-supervisor description of the workers job. Journal of Industrial Psychology, 2, 71-79.
157. Hoffman, R. G., Drucker, E. H., & Bessemer, D. W. (1982). Mission based and ISD based components of task criticality judgments. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
158. Hoggart, R. S., & Christal, R. E. (1966). Officer grade requirements project III: Analysis of criterion board rating behaviour (PRL-TR-66-15). Lackland AFB., TX: Personnel Research Laboratory.
159. Hogue, K. C. (1979). The use of CODAP in non-job analytic applications. Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
160. Jansen, H. P. (1982). Identification of rating policies in Training Emphasis task factor data. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
161. Johnson, C., Tokunaga, H., & Hiller, J. (1980). Validation of a job analysis questionnaire through intensive observation. Proceedings of the 22nd Annual Conference of the Military Testing Association (AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
162. Johnson, R. (1977). Trends in test development (USAFOMC). Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
163. Josey, G. A. (1979). Officer job analysis: The Army's operational program. Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
164. Kaczmarek, J. F. (1977). Delphi applications to job task analysis. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
165. Keeth, J. (1977). The USAF occupational survey program. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.

166. Kesselman, G. A., & Lopez, F. E. (1979). The impact of job analysis on employment test validation for minority and nonminority accounting personnel. Personnel Psychology, 32, 91-108.
167. Kleiman, L. S., & Faley, R. H. (1978). Assessing content validity: Standards set by the court. Personnel Psychology, 31, 701-713.
168. Klein, P., & Kuhlmann, J. (1983). New patterns in job analysis for military leaders (LTCOL Trantsch, tran.). Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
169. Knake, B. E. (1983). Job element list construction. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
170. Knight, J. R., & Falle, I. E. (1983). The assessment of common skills among similar career ladders. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
171. Koyu, K. G. (1975). Physical demands profiles for four airman career ladders. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
172. Koyu, K. G. (1977). Familiarity effects on task difficulty ratings (AFHRL-TR-77-25/AD-A043 079). Brooks AFB., TX: Air Force Human Resources Laboratory.
173. Koyu, K. G. (1977). Predicting job difficulty in high aptitude career ladders with standard score regression equations (AFHRL-TR-77-26/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
174. Kozlowski, S. W. T., Kirsch, M. P., & Chao, G. T. (1985). Job knowledge, ratee familiarity, conceptual similarity, and halo error: An exploration (TR-85-2:2007/AD-A153 130). Michigan State University, Department of Psychology.
175. Krzystofiak, F., Newman, J. M., & Anderson, G. (1979). A quantified approach to measurement of job content: Procedures and payoffs. Personnel Psychology, 32, 341-357.
176. Lanterman, R. S., & Cunningham, J. W. (1975). Development of procedures for evaluating the US Coast Guard's post-graduate and post-commission training program. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
177. Lawrence, J. E. E., & Drewes, D. W. (1984). Future considerations for occupational classification systems. Proceedings of the 28th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
178. Lecznar, W. B. (1971). Three methods for estimating difficulty of job tasks (AFHRL-TR-71-30/AD-730 594). Lackland AFB, TX: Air Force Human Resources Laboratory.

179. Lecznar, W. B. (1972). The road to work: Technical school training or directed duty assignment (AFHRL-TR-72-40/AD-754 845). Lackland AFB., TX: Air Force Human Resources Laboratory.
180. Levine, E. L. (1983). Everything you always wanted to know about job analysis (and more...A job analysis primer). Tampa, FL: Mariner Publishing.
181. Levine, E. L., & Weitz, J. (1971). Relationship between task difficulty and the criterion: Should we measure early or late? Journal of Applied Psychology, 55, 512-520.
182. Levine, E. L., Ash, R. A., & Bennett, N. (1980). Exploratory comparative study of four job analysis methods. Journal of Applied Psychology, 65, 524-535.
183. Levine, E. L., Ash, R. A., Hall, H. L., & Sistrunk, F. (1981). Evaluation of seven job analysis methods by experienced job analysts (Grant No 79-DE-AX,0195). Law Enforcement Assistance Administration.
184. Levine, E. L., Ash, R. A., Hall, H., & Sistrunk, F. (1983). Evaluation of job analysis methods by experienced job analysts. Academy of Management Journal, 26, 339-348.
185. Lewis, N. A. (1974). Use of occupational survey data in developing outlines for Specialty Knowledge Tests. Proceedings of the 16th Annual Conference of the Military Testing Association(ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
186. Lipscomb, M. S. (1980). Utilization of women in the aircraft maintenance career field. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 677). Toronto: Canadian Forces Personnel Applied Research Unit.
187. Lipscomb, M. S. (1981). Gender differences in the Aircraft Maintenance Career Field. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
188. Lissitz, R. W., Mendoza, J. L., Huberty, C. J., & Markos, H.V. (1979). Some further ideas on a methodology for determining job similarities/differences. Personnel Psychology, 32, 517-528.
189. Lopez, F. M., Kesselman, G. A., & Lopez, F. E. (1981). An empirical test of a trait-oriented job analysis technique. Personnel Psychology, 34, 479-502.
190. Madden, J. M. (1960). A comparison of three methods of rating scale construction (WADD-TN-60-262/AD-252 251). Lackland AFB., TX: Wright Air Development Division.
191. Madden, J. M. (1962). What makes work difficult? Personnel Journal, 34, 341-344.
192. Madden, J. M. (1969). Context effects in job evaluation (WADD-TN-60-220/ASTIA Document AD-249. (OTS)). Lackland AFB., TX: Wright Air Development Division.
193. Madden, J. M., Hazel, J. T., & Christal, R. E. (1964). Worker and supervisor agreement concerning the workers job description (PRL-64-10). Lackland AFB. TX: Personnel Research Laboratory.

194. Maginnis, E. B., Ushima, A., & Smith, C. E. (1975). Establishing aptitude requirements for Air Force jobs: Historical review of aptitude levels and impact on the personnel system (AFHRL-TR-75-44(1)). Lackland AFB., TX: Air Force Human Resources Laboratory.
195. Mallamad, S. M., Levine, J. M., & Fleishman, E. A. (1980). Identifying ability requirements by decision flow diagrams. Human Factors, 22, 57-68.
196. Marco, R. A., & Mocharnuk, J. B. (1979). Task difficulty as a function of combat scenario. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
197. Marks, M. R., Christal, R. E., & Bottenberg, R. A. (1961). Simple formula aids for understanding the joint action of two predictors. Journal of Applied Psychology, 45, 285-288.
198. Marquand, C. J. (1983). Anzac Exchange report on occupational analysis. Headquarters, New Zealand Land Forces.
199. Matthews, G. N., & Stacy, W. J. (1975). Application of a method for determining officer grade requirements. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
200. Mayo, C. C. (1968). Survey of twenty-eight Air Force career ladders with nineteen job inventories (AFHRL-TR-68-109). Lackland AFB., TX: Air Force Human Resources Laboratory.
201. Mayo, C. C. (1969). Three studies of job inventory procedures: Selecting duty categories, interviewing, and sampling (AFHRL-TR-69-32). Lackland AFB., TX: Air Force Human Resources Laboratory.
202. Mayo, C. C., Nance, D. M., & Shigekawa, L. (1975). Evaluation of the job inventory approach in analyzing USAF officer utilization fields (AFHRL-TR-75-22/AD-A014 800). Lackland AFB, TX: Air Force Human Resources Laboratory.
203. McCormick, E. J. (1959). Applications of job analysis to indirect validity. Personnel Psychology, 12, 402-413.
204. McCormick, E. J. (1960). Effect of amount of job information required on reliability of incumbents checklist reports (WADD-TN-60-142). Lackland AFB., TX: Wright Air Development Division, Air Research and Development Command.
205. McCormick, E. J. (1970). Job analysis: An overview. Indian Journal of Industrial Relations, 5-14.
206. McCormick, E. J., & Ammerman, H. L. (1960). Development of worker activity checklists for use in occupational analysis (WADD-TR-60-77). Lackland AFB., TX: Wright Air Development Division, Air Research and Development Command.
207. McCormick, E. J., & Tombrink, K. B. (1960). A comparison of three types of work activity statements in terms of the consistency of job information reported by incumbent (WADD-TR-60-80). Lackland AFB., TX: Wright Air Development Division.

208. McCormick, E. J., DeNisi, A. S., & Shaw, J. B. (1979). Use of the Position Analysis Questionnaire for establishing the job component validity of tests. Journal of Applied Psychology, 64, 51-56.
209. McCormick, E. J., Jeanneret, P. R., & Meacham, R. C. (1972). A study of job characteristics and job dimensions as based on the Position Analysis Questionnaire. Journal of Applied Psychology Monograph, 56, 347-368.
210. McFarland, B. P. (1974). A comparison of task difficulty ratings made by nurses and medical service corpsmen (AFHRL-TR-74-7/AD-778 840). Lackland AFB, TX: Air Force Human Resources Laboratory.
211. McFarland, B. P. (1974). Potential uses of occupational analysis data by Air Force management engineering teams (AFHRL-TR-74-54). Lackland AFB., TX: Air Force Human Resources Laboratory.
212. McFarland, B. P. (1975). Characteristics of self-selected job content. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Indianapolis, IN: US Army Enlisted Evaluation Center.
213. McFarland, B. P. (1976). Comparative analysis of nurse and medical service personnel (AFHRL-TR-76-52/AD-A039 484). Brooks AFB, TX: Air Force Human Resources Laboratory.
214. McFarland, B. P. (1977). The hierarchical clustering of variables: A new approach. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
215. McIntyre, R. M., & Farr, J. L. (1979). Comment on Arvey and Mossholder's "A proposed methodology for determining similarities and differences among jobs. Personnel Psychology, 32, 507-510.
216. Mead, D. F. (1970). Continuation study and development of a method for evaluating job difficulty (AFHRL-TR-70-42). Lackland AFB., TX: Air Force Human Resources Laboratory.
217. Mead, D. F. (1970). Development of a constant standard weight equation for evaluating job difficulty (AFHRL-TR-70-42). Lackland AFB., TX: Air Force Human Resources Laboratory.
218. Mead, D. F. (1975). Determining training priorities for job tasks. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
219. Melching, W. H., & Borchert, S. D. (1973). Procedures for constructing and using task inventories (R & D Series No. 91). Columbus: The Ohio State University, Center for Vocational and Technical Education.
220. Mial, R. P., & Christal, R. E. (1974). The determination of training priorities for vocational tasks. Proceedings, Psychology in the Air Force Symposium (pp 29-33). Colorado Springs, CO: US Air Force Academy.
221. Military Employments Research and Information Team (MERIT). (1972). Methodology of the Military Employments Research and Information Team (MERIT-TR-1-72). Canberra, Australia: Army Headquarters.

222. Military Employments Research and Information Team (MERIT). (1973). Report on an occupational survey on three military employments in the Royal Australian Artillery (MERIT-TR-8-73). Canberra, Australia: Army Headquarters.
223. Ministry of Defence. (1982). Proceedings of a meeting on job analysis held at Defence Headquarters 27, 28 and 29 October 1981 (Tech Note 3/82). Wellington, NZ: Defence Psychology Unit.
224. Mitchell, J. L. (1975). Capturing performance rating policies from multitrait - multitrait data. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
225. Mitchell, J. L. (1977). Taxonomy of terms in job analysis. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
226. Mitchell, J. L. (1978). Differential responses on alternately anchored job rating scales. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
227. Mitchell, J. L. (1983). A brief history of job analysis in the military. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
228. Mitchell, J. L., & Driskill, W. (1979). Variance within occupational fields: Task analysis versus occupational analysis. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
229. Mitchell, J. L., Keeth, J. B., & Wiekhorst, L. A. (1980). Trends in re-enlistment intent: General versus occupation specific analysis. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
230. Mitchell, J. L., Keeth, J. B., & Wiekhorst, L. A. (1981). An occupational analysis of Air Force behavioural scientists: Preliminary results. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
231. Mobley, W. H., & Ramsey, R. S. (1973). Hierarchical clustering on the basis of interjob similarity as a tool in validity generalization. Personnel Psychology, 26, 213-225.
232. Montemerio, M. D., & Aversano, F. M. (1978). Task analysis: Destination or journey. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
233. Moore, B. E. (1976). Occupational analysis for human resource development(AD-A026 707). The University of Texas at Austin.
234. Morsh, J. E. (1962). Job analysis bibliography (PRL-TDR-62-2). Lackland AFB., TX: Personnel Research Laboratory.

235. Morsh, J. E. (1962). Research findings obtained with a task inventory method of job analysis (Abstract). American Psychologist, 17, 395.
236. Morsh, J. E. (1964). Job analysis in the United States Air Force. Personnel Psychology, 17, 7-17.
237. Morsh, J. E. (1965). Evolution of a job inventory and tryout of task rating scales (PRL-TR-65-22). Lackland AFB., TX: Personnel Research Laboratory.
238. Morsh, J. E. (1967). The analysis of jobs - use of the task inventory method of job analysis. In E. A. Fleishman (Ed.), Studies in Personnel and Industrial Psychology (Revised Edition). Homewood, IL: Dorsey Press.
239. Morsh, J. E. (1974). Collecting, analyzing, and reporting information describing jobs in the United States Air Force. In R. E. Christal (Ed.), Proceedings of the 19 Division Military Psychology symposium: Collecting analyzing, and reporting information describing jobs and occupations (AFHRL-TR-74-19). Lackland AFB., TX: Air Force Human Resources Laboratory.
240. Morsh, J. E., & Archer, W. B. (1967). Procedural guide for conducting occupational surveys in the United States Air Force (PRL-TR-67-11). Lackland AFB., TX: Personnel Research Laboratory.
241. Morsh, J. E., & Christal, R. E. (1966). Impact of the computer on job analysis in the United States Air Force (PRL-TR-66-19). Lackland AFB., TX: Personnel Research Laboratory.
242. Morsh, J. E., Giorgia, M. J., & Madden, J. M. (1965). A job analysis of a complex utilization field in the United States Air Force: The R & D management officer (PRL-TR-65-1). Lackland AFB, TX: Personnel Research Laboratory.
243. Morsh, J. E., Madden, J. M., & Christal, R. E. (1961). A method of job analysis for the Air Force (Abstract). American Psychologist, 16, 464.
244. Morsh, J. E., Madden, J. M., & Christal, R. E. (1961). Job analysis in the United States Air Force (WADD-TR-61-113/AD-A016 724). Lackland AFB., TX: Wright Air Development Division.
245. Mossholder, K. W., & Arvey, R. D. (1984). Synthetic validity: A conceptual and comparative review. Journal of Applied Psychology, 69, 322-333.
246. National Research Council. (1980). Work, jobs and occupations: A critical review of the Dictionary of Occupational Titles. Washington, DC: Committee on Occupational Classification and Analysis.
247. Nicholl, C. J. (1974). Occupational analysis in the Royal Navy. Proceedings of the 16th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
248. Nicholl, C. J. (1975). The use of occupational analysis outputs to assist training design in the Royal Navy. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.

249. NTITC (1984). Manual of occupational analysis. Canberra, Australia: National Tourism Industry Training Committee.
250. Olivo, J. & Weber, E. J. (1978). The use of job satisfaction data in the occupational survey program. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
251. Page, R. C., & McHenry, J. J. (1982). The use of job analysis inventories in job evaluation. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
252. Pass, J. J., & Robertson, D. W. (1978). Sample size and stability of task analysis inventory response. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
253. Pass, J. J., Chatfield, R. E., & Royle, M. (1982). The effect of fatigue on reliability of job inventory responses. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A125 554). Brooks AFB., TX: US Air Force Human Resources Laboratory.
254. Pass, J. J., Chatfield, R. E., Campbell, T., & Howell, W. (1983). Evaluation of task inventory designs and methods of administration. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
255. Pearlman, K. (1983). Effects of alternate job grouping methods on Navy test validity. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
256. Phalen, W. J. (1975). Comprehensive Occupational Data Analysis Programs (CODAP): Ordering of hierarchically grouped data (KPATH) and print KPATH (PRKPTH) (AFHRL-TR-75-21/AD-A016 724). Brooks AFB, TX: Air Force Human Resources Laboratory.
257. Phalen, W. J. (1978). The development of a technique for using occupational survey data to construct and weight computer derived test outlines for Air Force Specialty Knowledge Tests (SKTs). Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
258. Phalen, W. J., & Christal, R. E. (1973). Comprehensive Occupational Data Analysis Programs (CODAP): Group membership (GRMBRS/GRPMBR) and automated diagramming (DIAGRM) programs (AFHRL-TR-73-5). Lackland AFB, TX: Air Force Human Resources Laboratory.
259. Phalen, W. J., & Weissmuller, J. J. (1981). Some new techniques to improve job type identification and definition. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
260. Prien, E. P. (1977). The function of job analysis in content validation. Personnel Psychology, 30, 167-174.

261. Prien, E. P., & Ronan, W. W. (1971). Job analysis: A review of research findings. Personnel Psychology, 24, 371-396.
262. Primoff, E. S. (1975). How to prepare and conduct job elements examinations. Washington, DC: US Government Printing Office.
263. Pulliam, R. (1977). The state of the art in job task analysis. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
264. Randhawa, B. S. (1978). Clustering of skills and occupations: A generic skills approach to occupational training. Journal of Vocational Behaviour, 12, 80-92.
265. Roberts, W. K. (1977). Implementing instructional technology in army training: Some obstacles and solutions. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
266. Roop, S. S., & Dickinson, R. W. (1982). Job descriptions developed from groups X module (G X M) analysis. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
267. Rossmessl, P. G., & Dohme, J. A. (1982). Using rating scales to determine aptitude requirements of Army systems. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
268. Ruck, H. W. (1978). A technique for selecting electronics specialties for consolidation. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
269. Ruck, H. W. (1979). Officer job analysis: Is the enlisted model appropriate? Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
270. Ruck, H. W. (1982). Research and development of a training decision system. Paper presented at the Fourth International Learning Technology Congress and Exposition: Society for Applied Learning Technology. Orlando, FL: 22 - 24 February 1982.
271. Ruck, H. W., & Birdleough, M. W. (1977). An innovation in identifying Air Force qualitative training requirements. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
272. Ruck, H. W., & Edwards, J. O. (1979). Measurement of changes in organizational effectiveness of Security Police squadrons resulting from unit reorganization. Paper presented at the 4th Annual Workshop on the Role of Behavioural Science in Physical Security. Washington, DC: July.

273. Ruck, H. W., Cassidy, M. J., Datko, L. M., & Washington, W. N. (1982). Standardized Position Oriented Training System (SPOTS) (AFHRL-SR-82-13/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
274. Ruck, H. W., Dineen, R. T., & Cunningham, C. C. (1977). Applying occupational survey data in Instructional Systems Development. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
275. Ruck, H. W., Edwards, J. O., & Hrymoc, G. R. (1980). The development of organizational effectiveness measures for Security Police units. Proceedings of the 22nd Annual Conference of the Military Testing Association. Toronto: Canadian Forces Personnel Applied Research Unit. (AD-A098 678).
276. Ruck, H. W., Thompson, N. A., & Thomson, D. C. (1978). The collection and prediction of training emphasis ratings for curriculum development. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
277. Rupe, J. C. (1952). Research into basic methods and techniques of Air Force job analysis - I (Technical Report 52-16). Chanute AFB., IL: Human Resources Research Center.
278. Rupe, J. C. (1956). Research into basic methods and techniques of Air Force job analysis - IV (AFPTRC-TN-56-51). Chanute AFB., IL: Air Force Personnel and Training Research Center.
279. Sackett, P. R., Cornelius, E. T., & Carron, T. J. (1981). A comparison of global judgment Vs. task oriented approaches to job classification. Personnel Psychology, 34, 791-804.
280. Schmidt, F. L., Hunter, J. E., & Pearlman, K. (1981). Task differences as moderators of aptitude test validity in selection: A red herring. Journal of Applied Psychology, 66, 166-185.
281. Sellman, W. S., & Fugill, J. W. K. (1973). Occupational analysis in the Royal Australian Air Force. Proceedings of the 15th Annual Conference of the Military Testing Association(AD-A040 773). Brooks AFB., TX: Air Force Human Resources Laboratory.
282. Sellman, W. S., & Fugill, J. W. K. (1974). Development and application of an algorithm for translating job information into technical training requirements. Proceedings of the 16th Annual Conference of the Military Testing Association(ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
283. Sellman, W. S., Fugill, J. W. K., & Lawrence, G. R. (1974). The Royal Australian Air Force occupational measurement program - past, present, and future. Proceedings of the 16th Annual Conference of the Military Testing Association(ED 110 524). Oklahoma City, OK: US Coast Guard Institute.
284. Sharon, A. T. (1981). Identifying common duties among Naval skilled trades. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.

285. Shettel, H. H. (1983). Task analysis and personnel decision-making -- A solution or part of the problem? Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
286. Silverman, S. B., Wexley, K. N., & Johnson, J. C. (1984). The effects of age and job experience on employee responses to a standard job analysis questionnaire. Public Personnel Management Journal, 13, 355-359.
287. Smith, J. E., & Hakel, M. D. (1979). Convergence among data sources, response bias, and reliability and validity of a structured job analysis questionnaire. Personnel Psychology, 32, 677-692.
288. Soper, J. C. (1979). Efficiencies resulting from the structured rewrite of overlap-group. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
289. Sparks, C. P. (1982). Job analysis. In K. M. Rowland and G. R. Ferris (Eds.), Personnel Management. Boston, MA: Allyn & Bacon.
290. Sparrow, J., Patrick, J., Spurgeon, P., & Barwell, F. (1982). The use of job components analysis and related aptitudes in personnel selection. Personnel Psychology, 35, 157-164.
291. Stacy, W. J., & Hazel, J. T. (1975). A method of determining desirable task experiences for first line supervisors. Proceedings of the 17th Annual Conference of the Military Testing Association (AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
292. Stacy, W. J., Thompson, N. A., & Thomson, D. C. (1977). Occupational task factors for Instructional Systems Development. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
293. Stacy, W. J., Weissmuller, J. J., Barton, B. B., & Rogers, C. R. (1974). CODAP: control cards and specifications for the UNIVAC 1108 (AFHRL-TR-74-84). Brooks, AFB, TX: Air Force Human Resources Laboratory.
294. Staley, M. R., & Weissmuller, J. J. (1981). Interrater reliability: The development of an automated analysis tool. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
295. Stephenson, R. W. (1979). Development plans for an Air Force occupational research data bank. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
296. Stephenson, R. W., & Ballentine, R. D. (1977). Management applications and special projects (USAFOMC). Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.

297. Stephenson, R. W., & Ruck, H. W. (1978). Obstacles to and incentives for standardization of task analysis procedures. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
298. Stephenson, S. D., & Costello, J. M. (1984). Evaluation of hourly paid jobs at San Antonio City Public Service. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
299. Street, D. S., & Gorman, C. D. (1977). Small sample studies to assess career field changes. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
300. Sutter, D. W. (1982). Officer occupational surveys in the Marine Corps. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
301. Tartell, J. J. (1978). Job analysis in the US Army training environment. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
302. Tartell, J. J. (1979). Interservice job analysis policy and development. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
303. Taylor, L. R. (1978). Empirically derived job families as a foundation for the study of validity generalization: Study I. The construction of job families based on the component and overall dimensions of the PAQ. Personnel Psychology, 31, 325-340.
304. Taylor, L. R., & Colbert, G. A. (1978). Empirically derived job families as a foundation for the study of validity generalization: Study II. The construction of job families based on company-specific PAQ job dimensions. Personnel Psychology, 31, 341-353.
305. Thew, M. C. (1980). CODAP: An overview of the task factor technology. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
306. Thew, M. C., & Weissmuller, J. J. (1978). CODAP: A new modular approach to occupational analysis. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
307. Thew, M. C., & Weissmuller, J. J. (1979). CODAP: A current overview. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
308. Thomasson, M. C. (1983). Assessment of training requirements for an enlisted common aircrew course. Proceedings of the 25th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.

309. Thompson, D. E., & Thompson, T. A. (1982). Court standards for job analysis in test validation. Personnel Psychology, 35, 865-874.
310. Thompson, N. A., & Ruck, H. W. (1978). Methods for determining safety training priorities for job tasks. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
311. Thompson, N. A., & Ruck, H. W. (1979). A comparison of safety training and other vocational training requirements. Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
312. Thomson, D. C., & Goody, K. (1978). Benchmark scales for collecting task training factor data. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
313. Thomson, D. C., & Goody, K. (1979). Three sets of task factor benchmark scales for training priority analysis (AFHRL-TR-79-8). Brooks AFB., TX: Air Force Human Resources Laboratory.
314. Thuring, A. R. (1975). The use of CODAP to define an emergency rating. Proceedings of the 17th Annual Conference of the Military Testing Association (AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
315. Tornow, W. W., & Pinto, P. R. (1976). The development of a managerial job taxonomy: A system for describing, classifying and evaluating executive positions. Journal of Applied Psychology, 61, 410-418.
316. Trattner, M. H. (1977). CODAP in the design of concurrent validity research. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
317. Trattner, M. H. (1979). Task analysis in the design of three concurrent validity studies of the professional and administrative career examination. Personnel Psychology, 32, 109-119.
318. Trattner, M. H. (1980). A survey of CODAP applications in Federal civilian occupations. Proceedings of the 22nd Annual Conference of the Military Testing Association (AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
319. Trattner, M. H. (1982). Use of CODAP to develop a selection test battery for thirteen Federal semi-professional occupations. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: US Air Force Human Resources Laboratory.
320. Ulrich, T. E., & Gorman, C. D. (1982). Job difficulty data as an indication of job complexity. Proceedings of the 24th Annual Conference of the Military Testing Association (AD-A126 554). Brooks AFB., TX: US Air Force Human Resources Laboratory.
321. Wetrogen, L. I., & Diane, C. C. (1977). A job analysis model for use in police selection. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.

322. Van de Voort, D. M., & Stalder, B. (1982). The use of task based job analysis data for developing performance evaluation systems. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
323. Van Nostrand, S. J. (1979). Operational data + research = hamburger or filet mignon. Proceedings of the 21st Annual Conference of the Military Testing Association (AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
324. Van Nostrand, S. J., & Wallis, M. R. (1978). Occupational analysis of field grade Army officers. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
325. Van Rijn, P. (1977). Use of CODAP in test development. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
326. Vaughan, D. J. (1976). Prediction of test outline weights from occupational survey data. Proceedings of the 18th Annual Conference of the Military Testing Association. Pensacola, FL: Naval Education and Training Program Development Center.
327. Vaughan, D. J. (1977). The interface between occupational survey and test construction. Proceedings of the 19th Annual Conference of the Military Testing Association (AFHRL-TR-79-78/AD-A077 347). Brooks AFB., TX: Air Force Human Resources Laboratory.
328. Vaughan, D. J. (1978). Two applications of occupational survey data in making training decisions. Proceedings of the 20th Annual Conference of the Military Testing Association. Oklahoma City, OK: US Coast Guard Institute.
329. Vaughan, D. (1982). Benchmarking occupational survey task factor data. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
330. Vineberg, R., & Joyner, J. N. (1982). A task level inventory for describing job reading. Proceedings of the 24th Annual Conference of the Military Testing Association (AFHRL-TP-83-16/AD-A126 554). Brooks AFB., TX: Air Force Human Resources Laboratory.
331. Waldkoetter, R. O., & Newton, P. (1975). Evaluation of manpower policies using collected occupational-job analysis information. Proceedings of the 17th Annual Conference of the Military Testing Association (AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
332. Ward, J. H. (1963). Hierarchical grouping to optimize an objective function. Journal of the American Statistics Society, 58, 236-244.
333. Ward, J. H., & Hook, M. E. (1963). Application of a hierarchical grouping procedure to a problem of grouping profiles. Education and Psychological Measurement, 23, 69-76.

334. Ward, J. H., & Pina, M. P. (1979). Policy specifying with application to personnel classification and assignment. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
335. Watson, W. J. (1973). The similarity of job types reported from two independent analyses of occupational data (AFHRL-TR-73-58). Lackland AFB., TX: Air Force Human Resources Laboratory.
336. Watson, W. W., & Goody, K. (1975). Matching job education requirements with candidates educational attainment - A pilot methodological study. Proceedings of the 17th Annual Conference of the Military Testing Association(AD-A024 735). Ft Benjamin Harrison, IN: US Army Enlisted Evaluation Center.
337. Weeks, J. L. (1981). The development and application of measures of occupational learning difficulty. Proceedings of the 23rd Annual Conference of the Military Testing Association. Arlington, VA: US Army Research Institute for the Behavioural and Social Sciences.
338. Weissmuller, J. J. (1979). CODAP: Multiple clustering applications. Proceedings of the 21st Annual Conference of the Military Testing Association(AD-A087 120). San Diego, CA: US Navy Personnel Research and Development Center.
339. Weissmuller, J. J., Moore, B. E., & Thew, M. C. (1980). CODAP: Applications and their implications for high-level design. Proceedings of the 22nd Annual Conference of the Military Testing Association(AD-A098 678). Toronto: Canadian Forces Personnel Applied Research Unit.
340. Wiley, L. N. (1963). Influence of time on rater bias measurements when estimating task requirements. Journal of Industrial Psychology, 1, 39-43.
341. Wiley, L. N. (1964). Relation of characteristics ratings to performance ratings. Journal of Industrial Psychology, 2, 7-15.
342. Wiley, L. N. (1972). Analysis of the difficulty of jobs performed by first term airmen in 11 career ladders (AFHRL-TR-72-60/AD-757 876). Lackland AFB., TX: Air Force Human Resources Laboratory.
343. Wiley, L. N., & Hahn, C. P. (1977). Task level job performance criteria development (AFHRL-TR-77-75/AD-A055 694). Brooks AFB, TX: Air Force Human Resources Laboratory.
344. Wiley, L. N., & Jenkins, W. S. (1963). Method for measuring bias in raters who estimate job qualifications. Journal of Industrial Psychology, 1, 16-22.
345. Wiley, L. N., & Jenkins, W. S. (1964). Selecting competent raters. Journal of Applied Psychology, 48, 215-217.
346. Wiley, L. N., Harbor, H. B., & Giorgia, M. J. (1959). Evidence for a generalized rating tendency. Engineering and Industrial Psychology, 55-61.
347. Wright, G. J. (1984). Crosscoding military and civilian occupational classification systems. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.

348. Wright, P. M., & Wexley, K. N. (1985, May). How to choose the kind of job analysis you really need. Personnel, 51-55.
349. Zieske, W. (1984). Experience with a test of occupational analysis with job inventories and CODAP in the German Air Force. Proceedings of the 26th Annual Conference of the Military Testing Association. Munchen, Federal Republic of Germany: Psychological Service of the Federal Armed Forces.
350. Zimmerman, R., Jacobs, R., & Farr, J. (1982). A comparison of the accuracy of four methods for clustering jobs. Applied Psychological Measurement, 6, 353-366.

Keyword Index

ANALYST DIFFERENCES : 69, 278, 335

ANNOTATED BIBLIOGRAPHY : 43, 234

ABILITY REQUIREMENTS SCALES : 66, 107, 108, 109, 183, 184, 195, 290, 348

APTITUDE REQUIREMENTS : 6, 7, 16, 34, 54, 95, 105, 106, 108, 113, 120, 131
145, 194, 222, 267, 337

BACKGROUND VARIABLES : 9, 40, 140, 187, 200, 219, 222, 240, 242, 255

BENCHMARK SCALES : 30, 34, 113, 120, 131, 132, 312, 313, 329

BIAS : 13, 253

CHECKLIST : 13, 28, 169, 189, 200, 201, 204, 206, 207, 222, 236, 240, 253, 277
278, 322

CLASSIFICATION STRUCTURES : 8, 11, 12, 15, 16, 52, 55, 58, 59, 68, 70, 72, 73
80, 86, 88, 90, 91, 100, 105, 106, 108, 117, 122, 141, 160, 167, 177
183, 184, 188, 212, 214, 215, 222, 228, 231, 239, 251, 255, 258, 260
264, 266, 267, 268, 269, 279, 288, 298, 299, 300, 303, 304, 309, 315
334, 335, 338, 339, 347, 350

CLERICAL OCCUPATIONS QUESTIONNAIRE : 286

CODAP - MILITARY : 3, 4, 5, 8, 19, 20, 21, 23, 31, 34, 36, 37, 39, 41, 42, 44
45, 53, 60, 61, 64, 66, 67, 74, 75, 76, 78, 85, 92, 93, 96, 97, 98
101, 104, 113, 118, 119, 120, 121, 125, 130, 131, 132, 133, 134, 135
143, 144, 145, 146, 160, 165, 170, 176, 185, 186, 187, 198, 199, 200
201, 204, 212, 214, 218, 222, 227, 228, 230, 236, 237, 239, 240, 241
244, 247, 248, 252, 254, 257, 259, 263, 266, 268, 269, 273, 276, 281
282, 283, 294, 295, 296, 297, 299, 300, 302, 305, 307, 308, 311, 310
312, 314, 320, 323, 327, 329, 335, 337, 338, 339, 349

CODAP - NON MILITARY : 25, 69, 85, 87, 88, 89, 115, 116, 140, 159, 183, 184
251, 288, 298, 316, 317, 318, 319, 321, 325, 339, 348

CODAP 80 : 38, 85, 86, 87, 88, 128, 129, 266

COMPUTER SUPPORT : 6, 7, 26, 28, 31, 38, 51, 52, 84, 85, 86, 87, 88, 89, 115
116, 128, 129, 160, 222, 240, 241, 242, 251, 255, 258, 266, 293, 306

CONSEQUENCES OF INADEQUATE PERFORMANCE SCALE : 66, 80, 98, 311

COST EFFECTIVENESS : 68, 90, 114, 147, 182, 183, 184, 277, 273

CRITICAL INCIDENT TECHNIQUE : 25, 106, 182, 183, 184, 222, 348

CRITICAL REVIEW : 91, 147, 183, 184, 261, 277, 278, 348

DICTIONARY OF OCCUPATIONAL TITLES : 35, 81, 91, 171, 177, 222, 246, 279, 347

DUTY STATEMENTS : 9, 76, 201, 207, 219, 237, 240, 266

ELECTRONIC PRINCIPLES INVENTORY : 80, 97, 268, 296, 338

EQUIPMENT : 74, 83, 106, 145, 146, 277, 278

FREQUENCY OF PERFORMANCE SCALE : 206, 207, 222, 237, 278

FUNCTIONAL JOB ANALYSIS : 25, 35, 69, 81, 91, 105, 182, 183, 184, 189, 222
227, 245, 279, 348

GENERAL WORK INVENTORY : 16

HAZARD POTENTIAL SCALE : 310, 311

IMMEDIACY SCALE : 221, 222

IMPORTANCE SCALE : 76, 200, 222

INJURY : 277, 311

INSTRUCTIONAL SYSTEMS DEVELOPMENT : 4, 6, 7, 79, 82, 92, 98, 102, 111, 127
157, 223, 232, 265, 270, 273, 274, 276, 292, 301, 324

INVENTORY FORMAT : 9, 21, 161, 200, 230, 240, 254

INVOLVEMENT SCALE : 80, 145, 221, 222

J-COEFFICIENT : 245

JOB ANALYSIS QUESTIONNAIRE : 175

JOB COMPONENTS INVENTORY : 17, 18

JOB COMPONENT MODEL : 245

JOB DESCRIPTIONS - CODAP : 8, 9, 24, 39, 41, 42, 44, 49, 53, 60, 61, 74, 101
115, 146, 183, 184, 186, 187, 199, 212, 222, 236, 237, 239, 241, 244
259, 266, 281, 291, 295, 314, 321, 335

JOB DESCRIPTIONS - CRITICAL INCIDENTS TECHNIQUE : 183, 184

JOB DESCRIPTIONS - FUNCTIONAL JOB ANALYSIS : 91, 183, 184, 222

JOB DESCRIPTIONS - JOB ELEMENTS METHOD : 183, 184

JOB DESCRIPTIONS - OCCUPATIONAL ANALYSIS INVENTORY : 16

JOB DESCRIPTIONS - POSITION ANALYSIS QUESTIONNAIRE : 10, 15, 16, 183, 184, 209

JOB DESCRIPTIONS - THRESHOLD TRAITS ANALYSIS : 183, 184

JOB DESCRIPTIONS - WORK PERFORMANCE SURVEY SYSTEM : 115

JOB DESIGN : 183, 184, 213

JOB DIAGNOSTIC SURVEY : 13, 69, 137, 320

JOB DIFFICULTY : 34, 52, 61, 120, 172, 178, 181, 210, 216, 217, 320, 342, 349

JOB ELEMENTS METHODS : 25, 63, 139, 169, 182, 183, 184, 189, 262, 348

JOB EVALUATION : 7, 10, 22, 30, 40, 46, 53, 56, 57, 62, 80, 111, 143, 149, 150
151, 152, 155, 158, 183, 184, 192, 199, 209, 216, 217, 222, 239, 251
298, 300, 348

JOB INTEREST : 13, 50, 250

JOB INVENTORY PROCEDURES : 9, 33, 52, 72, 74, 76, 80, 90, 94, 101, 112, 114
115, 134, 164, 165, 200, 201, 202, 204, 207, 219, 222, 236, 237, 238
239, 240, 242, 244, 251, 254, 277, 278, 321

JOB REQUIREMENTS : 139, 179, 280, 316

JOB SATISFACTION : 50, 80, 126, 136, 229, 250, 283, 331, 228

JOB SPECIFICATIONS : 80, 101, 105, 221, 222

JOB TYPES : 1, 8, 11, 12, 14, 16, 18, 24, 26, 34, 39, 49, 52, 55, 58, 59, 68
70, 73, 74, 75, 78, 86, 89, 90, 93, 100, 105, 117, 121, 124, 153, 167
170, 175, 183, 184, 189, 200, 211, 212, 213, 214, 215, 221, 222, 231
235, 236, 239, 240, 242, 249, 255, 258, 259, 260, 264, 266, 268, 278
279, 299, 303, 304, 309, 312, 315, 332, 333, 335, 342, 349, 350

JUDGMENTAL ANALYSIS : 6, 46, 47, 69, 106, 113, 151, 152, 155, 158, 183, 184
199, 273, 278, 285, 334

LEGAL ISSUES IN VALIDATION : 12, 15, 24, 50, 80, 83, 141, 162, 166, 167, 175
183, 184, 188, 189, 215, 260, 303, 309, 318

LENGTH OF TIME OF PERFORMANCE SCALE : 206, 207

MANPOWER UTILIZATION : 24, 34, 52, 65, 80, 91, 183, 184, 222, 233, 268, 289
331

MASTER TASK LIST : 119

MENTAL DIFFICULTY SCALE : 207

METHOD OF LEARNING SCALE : 76

METHODS COMPARISON : 13, 91, 118, 147, 182, 183, 184, 222, 251, 277, 278

MISSION ANALYSIS : 221, 222

OCCUPATIONAL ANALYSIS INVENTORY : 77

OCCUPATIONAL ANALYSIS SURVEY REPORTS : 124, 222, 240, 241, 251

OFFICER INVENTORIES : 30, 78, 80, 138, 153, 163, 202, 240, 269, 296, 300, 324

ON THE JOB TRAINING : 44, 45, 237, 273

PART OF JOB SCALE : 78, 166, 200, 240

PART OF POSITION SCALE : 76

POSITION ANALYSIS QUESTIONNAIRE : 10, 13, 14, 15, 16, 25, 69, 70, 71, 72, 182
183, 184, 208, 209, 245, 261, 287, 290, 303, 304, 348

POSITION DESCRIPTION QUESTIONNAIRE : 65

PERCEIVED PHYSICAL EFFORT SCALE : 66

PERFORMANCE APPRAISAL : 22, 25, 63, 72, 107, 114, 166, 174, 183, 184, 224, 239
272, 275, 322, 341, 343, 348

PERSONNEL SELECTION : 28, 32, 52, 68, 83, 90, 91, 139, 166, 183, 184, 189, 267
284, 290, 317, 337

PHYSICAL DEMANDS : 66, 91, 107, 135, 171, 207, 277, 278, 284, 294, 329

PHYSICAL DIFFICULTY SCALE : 207

PHYSICAL STRENGTH AND ENDURANCE SCALE : 66, 329

QUESTIONNAIRE EXAMPLES : 28, 76, 115, 219, 222, 237, 240, 277

RATING SCALES : 3, 9, 10, 13, 16, 25, 28, 34, 36, 42, 45, 49, 56, 60, 62, 65,
66, 67, 69, 78, 83, 91, 94, 97, 98, 101, 114, 115, 118, 119, 120, 123
125, 127, 130, 131, 132, 137, 140, 142, 143, 149, 150, 152, 156, 157
160, 161, 166, 169, 170, 172, 174, 176, 178, 182, 183, 184, 185, 186
192, 195, 199, 200, 206, 207, 209, 212, 214, 218, 219, 222, 226, 227
236, 237, 238, 239, 240, 243, 249, 254, 252, 257, 263, 267, 276, 281
287, 291, 292, 297, 303, 304, 305, 310, 312, 313, 314, 323, 325, 326
327, 329, 331, 335, 340, 341, 343, 344, 345, 346, 348

READING DIFFICULTY : 330

RELIABILITY : 9, 10, 16, 17, 18, 25, 28, 35, 39, 46, 52, 60, 61, 62, 66, 69
70, 76, 80, 90, 91, 93, 108, 113, 114, 115, 120, 130, 132, 135, 137
142, 151, 155, 156, 158, 160, 183, 184, 189, 193, 195, 198, 204, 206
207, 209, 210, 222, 226, 235, 236, 239, 243, 244, 252, 253, 254, 260
267, 276, 278, 287, 291, 294, 303, 304, 311, 312, 317, 323, 337, 340
344, 345

SAMPLING : 21, 28, 33, 56, 69, 74, 80, 115, 140, 142, 160, 172, 183, 184, 200
201, 209, 219, 240, 244, 252, 286, 320, 343

SCALE RELATIONSHIPS : 76, 142

SCENARIOS : 272, 275

SELECTION TESTS : 54, 106, 162, 167, 169, 203, 208, 260, 280, 309, 316, 317
319, 325, 327, 348

SPEARMAN-BROWN PROPHECY FORMULA : 62, 130, 160, 189

SPECIALIZED POSITION ORIENTED TRAINING SYSTEM : 44, 45, 273

SURVEY ADMINISTRATION : 9, 74, 80, 115, 140, 142, 150, 200, 204, 207, 222, 223
240, 254, 278, 283, 321

SURVEY INSTRUCTIONS : 9, 206, 207, 219

SURVEYS : 3, 9, 19, 20, 22, 24, 29, 33, 34, 36, 37, 39, 41, 42, 44, 45, 49, 60
64, 66, 75, 76, 78, 80, 84, 85, 86, 89, 91, 92, 93, 96, 97, 101, 102
111, 114, 115, 117, 118, 119, 120, 126, 127, 130, 131, 132, 133, 135
140, 142, 143, 144, 146, 156, 159, 160, 161, 162, 163, 165, 170, 171
176, 183, 184, 185, 186, 190, 199, 200, 201, 204, 207, 214, 218, 219
222, 225, 226, 227, 228, 236, 238, 239, 240, 241, 242, 243, 249, 250
252, 253, 254, 263, 268, 269, 276, 277, 278, 281, 282, 283, 288, 291
292, 295, 296, 297, 299, 300, 301, 305, 306, 307, 308, 310, 311, 312
314, 316, 317, 320, 321, 323, 325, 326, 327, 330, 331, 335, 338, 339
343, 348

SYSTEM DESIGN : 222

TASK ANALYSIS : 4, 6, 7, 79, 82, 102, 108, 111, 143, 168, 196, 221, 222, 232
237, 270, 273, 274, 285, 297, 325, 327

TASK DELAY TOLERANCE SCALE : 80, 98, 311

TASK DIFFICULTY IN JOB SCALE : 76, 206

TASK LEARNING DIFFICULTY SCALE : 34, 52, 80, 98, 113, 119, 120, 156, 172, 173
178, 210, 221, 222, 237, 311, 337

TASK STATEMENTS : 6, 9, 28, 64, 76, 80, 94, 101, 105, 112, 113, 115, 166, 201
202, 206, 207, 219, 222, 237, 240, 254, 321

TASK VALUE : 251

TAXONOMY : 16, 70, 107, 108, 109, 110, 111, 225, 315

THRESHOLD TRAITS ANALYSIS : 183, 184, 189, 348

TIME SPENT SCALE : 8, 39, 42, 52, 76, 78, 83, 115, 118, 125, 156, 198, 200
206, 219, 237, 240, 251, 252, 311

TRAINING EMPHASIS SCALE : 75, 160, 200, 227, 237, 276, 294, 311, 328

TRAINING LEVEL : 221, 222, 257

TRAINING REQUIREMENTS : 2, 3, 6, 21, 22, 26, 27, 28, 29, 44, 45, 48, 65, 67
68, 75, 80, 82, 99, 100, 102, 104, 106, 109, 110, 111, 115, 122
123, 127, 132, 140, 160, 161, 162, 170, 176, 179, 183, 184, 185
196, 218, 220, 221, 222, 223, 228, 239, 248, 249, 253, 257, 264
265, 270, 271, 273, 274, 276, 278, 282, 283, 284, 291, 292, 297
300, 301, 308, 311, 312, 313, 317, 318, 323, 324, 325, 327, 326
328, 338

VALIDITY : 3, 9, 13, 15, 16, 17, 25, 26, 32, 39, 42, 49, 52, 56, 65, 66, 68
71, 73, 76, 90, 91, 104, 114, 115, 120, 125, 137, 141, 148, 161, 166
167, 169, 174, 175, 181, 188, 189, 192, 196, 197, 198, 201, 206, 207
208, 209, 215, 218, 222, 224, 228, 231, 236, 239, 245, 254, 260, 277
278, 280, 285, 287, 300, 303, 304, 309, 312, 317, 340, 343, 345, 350

VOCATIONAL GUIDANCE : 91

WORKER APTITUDE PROFILE : 261

WORKING CONDITIONS : 189, 277

WORK PERFORMANCE SURVEY SYSTEM : 114, 115

END

DATE
FILMED

9-87